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ABSTRACT

A survey of 35 Cape-Atlantic child day care centers was conducted to examine the possibility of establishing a child care curriculum at Atlantic Community College. The facilities contacted were divided into four groups: nursery, private, church-related, and hospital-related. It was found that privately operated facilities accounted for approximately 50% of the respondents. The survey revealed that 1,861 children were served by these centers; 95% were between the ages of two and five years, 69% attended full-day sessions, and children in 89% of the centers were supervised by teachers who held baccalaureate degrees. Staffing patterns varied for each facility. A total of 215 individuals were employed by the 35 facilities. Teachers composed 25% and teacher's aides composed 27%. A ratio of children served to staff employed was 1:9. With respect to personnel training, 29% indicated that tuition was the main source of funding, while 34% relied on state and federal funding. Thirty-five percent of the facilities planned expansion of operations and 23% anticipated opening additional positions. Of the individuals interviewed, 89% felt that there were employment possibilities for persons with an Associate of Applied Science Degree in Child Care. All respondents felt that there was a need for such a program. (Author/MB)

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CHILD CARE PROGRAM

FEASIBILITY SURVEY

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JC 790 104

Walter A. McDaniel

Office of Institutional Research
ATLANTIC COMMUNITY COLLEGE
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INTRODUCTION

The Office of the Assistant Dean for Cooperative Education of Atlantic Community College, commissioned the Child Care Survey. This survey was designed to probe into the possibility of establishing a child care program at Atlantic Community College. This curriculum would be designed to prepare students for various careers in the field of child care. By instituting such a program, it is hoped that a graduate of the aforementioned plan would be qualified to start in numerous positions such as a group teacher, child care worker, teacher's aide or any related job in a child care center.

The proposed curriculum will include courses in liberal arts, Child Care I through IV with practicums, recreation for children, arts and crafts, and other related courses. Also available is an opportunity for on-the-job training through the college's Cooperative Education Program.

ABSTRACT

A survey of thirty-five Cape-Atlantic Child Day Care Centers was conducted. The thirty-five facilities were divided into four groups according to classifications. It was found that privately operated facilities accounted for approximately fifty percent (50%) of the respondents.

The survey revealed that 1,861 children were served by these centers. Ninety-five percent (95%) were between the ages of two and five years. Sixty-nine percent (69%) attended full-day sessions. Children in eighty-nine percent (89%) of the centers were supervised by teachers who had attained a baccalaureate degree.

Staffing patterns varied for each facility. The responsibility for center operations was assumed by a director in sixty-six percent (66%) of the centers. Sixty-nine percent (69%) of the centers indicated that there was a turnover in employment since operations began. A total of two hundred and fifteen (215) individuals were employed by the thirty-five facilities. Teachers composed twenty-seven percent (27%) and teacher's aides composed twenty-five percent (25%) of the total staff employed. A ratio of children served to staff employed was 1:9.

With respect to personnel training, twenty-nine percent (29%) indicated that tuition was the main source of funding, while thirty-four percent (34%) relied on state and federal funding. Thirty-five percent (35%) of the facilities planned expansion of operations and twenty-three percent (23%) anticipated the opening of additional positions.

Eighty-nine percent (89%) of the individuals interviewed felt that there were employment possibilities for persons with an Associate of Applied Science Degree in Child Care. All respondents felt that there was a need for such a program. Eighty percent (80%) indicated that members of their staff expressed interest in pursuance of such a degree.

METHOD

The use of the formulative evaluation approach seemed appropriate for evolving the developmental potential of the Child Care Program. Such an approach provides immediate feedback to the program developers and planners. This approach is discussed and examples are given in Bloom (1971) and Reeves (1971).

Within the context of this approach, the survey method was considered the most feasible method for collecting the necessary information. The survey instrument (Appendix A) is a revision of a similar one designed by Hudson County College, Jersey City, New Jersey. They conducted an analougous study in 1975. The revised instrument reflects the particular concerns of Atlantic Community College in establishing a Child Care Program, i.e., the number of children served, the number of staff employed including job categories and educational background, the extent of job turnover and new job creation, the interest in skills upgrading and the Cape-Atlantic Program.

The revised instrument consists of fifteen questions. Five of the fifteen questions asked for additional comments. All questions required a checking, numbering type or single word response. The information gathered answered eight research questions.

These eight research questions are:

1. What is the number and average age, according to session breakdown of children cared for by your institution, and the classification of your institution?

2. Do you employ teachers with baccalaureate degree?

3. What are the staffing patterns within your program and the qualifications needed for each position?

4. Have you hired new employees in order to replace those who have terminated their employment due to change?

5. What is your present source of funding for training your personnel?

6. Is your institution planning to expand its facilities in the future? What positions do you anticipate to open?

7. Do you think that there are employment possibilities for persons with an Associate of Applied Science Degree in Child Care presently or in the future?

8. Do you think any of your present employees would be interested in taking courses in child care or pursuing an A.A.S. Degree in child care at Atlantic Community College?

The revised survey was mailed to forty-two (42) child care centers. They were asked to respond within a period of two weeks. After this period, the non-respondents were contacted via telephone. Of the forty-two (42) child care centers, five (5) or twelve percent (12%) did not respond. Three (3) of the centers were found to be run by a central administration and were counted as one.

The child care centers which did not respond plus the centers which would be considered as merged were subtracted from the initial forty-two (42) centers.

This left a remainder of thirty-five (35) day care centers which responded. Therefore, the response rate is eighty-eight percent (88%).

A list of state approved centers in the Cape-Atlantic Region was obtained from the New Jersey Department of Institutions and Agencies (Trenton) and from the Northern Regional Offices of the Bureau of Day Care Services, Division of Youth and Family Services of the Department of Institutions and Agencies of the State of New Jersey. This list is presented in Appendix B.

DISCUSSION

QUESTION # 1: WHAT IS THE NUMBER AND AVERAGE AGE ACCORDING TO THE SESSION BREAKDOWN OF CHILDREN CARED FOR BY YOUR INSTITUTION?

RESULTS: Table I contains the number and age distribution of the children attending the respondent child day care facilities according to session breakdown (i.e., half-day or full-day). Also shown in the Table is a breakdown in the classification of the day care centers. Those children between two and a half to five years which attended full day sessions accounted for sixty-five percent (65%) of the total day care center attendance.

TABLE I

ATTENDANCE DISTRIBUTION OF RESPONDING FACILITIES
ACCORDING TO SESSION BREAKDOWN

	FULL-DAY					HALF-DAY					TOTAL CHILDREN SERVED
AGE	NURSERY, CHILD CARE CENTER	PRIVATE	CHURCH RELATED	HOSPITAL RUN	TOTAL	NURSERY, CHILD CARE CENTER	PRIVATE	CHURCH RELATED	HOSPITAL RUN	TOTAL	
UNDER 2 YEARS		17									17
2 - 5 YEARS	801	337	56	18	1,212	20	427	110		557	1,769
5 - 10 YEARS			23	18	41	10				10	51
10 - 18 YEARS				24	24						24
TOTAL SERVED	801	354	79	60	1,277	30	427	110		567	1,861

QUESTION # 2: DO YOU EMPLOY TEACHERS WITH A BACCALAUREATE DEGREE?

RESULTS: Thirty-one of the thirty-five child day care facilities or eighty-nine percent (89%) gave a positive response to this question. Table II gives the breakdown of this response according to the classification of the child day care facilities in the Cape-Atlantic Region.

TABLE II

CLASSIFICATION OF THE CHILD DAY CARE CENTERS EMPLOYING TEACHERS WITH A BACCALAUREATE DEGREE

CLASSIFICATION	CENTERS EMPLOYING B.A.	TOTAL CENTERS	PERCENT OF CENTERS EMPLOYING B.A.	TOTAL B.A. EMPLOYED
NURSERY, CHILD CARE CENTERS	10	12	83%	42
PRIVATE	15	17	88%	39
CHURCH RELATED	5	5	100%	7
HOSPITAL RUN	1	1	100%	1
TOTAL	31	35	89%	89

Of the eighty-nine teachers with baccalaureate degrees employed, forty-two or forty-seven percent (47%) were employed by Federally or State funded Nursery, Child Care Centers. Thirty-nine or forty-three percent (43%) of the teachers with baccalaureate degrees were employed by private child day care centers.

QUESTION #3: WHAT ARE THE STAFFING PATTERNS WITHIN YOUR PROGRAM AND THE QUALIFICATIONS NEEDED FOR EACH POSITION?

RESULTS: Table III shows the distribution in the staffing patterns according to the classification of child care facilities in the Cape-Atlantic Region. Each classified facility did not employ an individual in every staffing category. In some cases, various child day care facilities employed Head-Teachers which also assumed responsibilities of Directors.

TABLE III

STAFFING PATTERN DISTRIBUTION IN CAPE-ATLANTIC CHILD CARE CENTERS

STAFFING PATTERN DISTRIBUTION	NURSERY, CHILD CARE CENTER	PRIVATE	CHURCH RELATED	HOSPITAL RUN	TOTAL
DIRECTOR	6	15	2	-	23
ASSISTANT DIRECTOR	2	4	-	-	6
HEAD TEACHER	10	10	3	-	23
TEACHER	4	12	3	1	20
GROUP TEACHER	5	1	1	-	7
MUSIC TEACHER	-	-	1	-	1
TEACHER'S AIDE	11	6	2	2	20

All respondents felt that an Associate's Degree was a minimal employment requirement except in some cases where the services of volunteer parents were utilized in place of a teacher's aide. For the most part, any position above that of teacher's aide was occupied by an individual with a baccalaureate degree or one working toward that degree. Table IV shows the distribution of individuals in staffing patterns following the classification of Child Day Care Facilities in the Cape-Atlantic Region.

TABLE IV

DISTRIBUTION OF INDIVIDUALS IN STAFFING PATTERNS OF CAPE-ATLANTIC CHILD CARE CENTERS

INDIVIDUAL STAFFING PATTERN DISTRIBUTION	NURSERY, CHILD CARE CENTER	PRIVATE	CHURCH RELATED	HOSPITAL RUN	TOTAL
DIRECTOR	6	17	2	-	25
ASSISTANT DIRECTOR	2	6	-	-	8
HEAD TEACHER	13	12	3	-	28
TEACHER	27	28	3	1	59
GROUP TEACHER	38	1	1	-	40
MUSIC TEACHER	-	-	1	-	1
TEACHER'S AIDE	34	15	3	2	54
TOTAL INDIVIDUALS	120	79	13	3	215

Nursery, Child Care Centers employed one hundred and twenty or fifty-six percent (56%) of the two hundred and fifteen individuals employed in all Child Care Centers. Teachers composed the largest group employed (59/215 or 27%). Teacher Aides composed twenty-five percent (25%) of the total staff employed.

Table V shows the ratio of children served to staff employed in Cape-Atlantic day care centers. Federal and State financed facilities had the most favorable ratio 1:7, while the church related centers had one staff member for every fifteen children. Since there was only one hospital facility, its impact on the staff/child ratio was not taken into account. The average ratio for the Cape-Atlantic Centers was 1:9.

TABLE V

CHILDREN SERVED AND STAFF IN CAPE-ATLANTIC DAY CARE CENTERS

CLASSIFICATION	NUMBER OF CHILDREN	STAFF			RATIO STAFF/ CHILDREN
		TEACHERS	OTHERS	TOTAL	
NURSERY, CHILD CARE CENTER	831	78	42	120	1:7
PRIVATE	781	41	38	79	1:10
CHURCH RELATED	189	8	5	13	1:15
HOSPITAL RUN	60	1	2	3	1:20
TOTAL FACILITIES	1,861	128	87	215	1:9

QUESTION #4: IN THE PAST, HAVE YOU HIRED NEW EMPLOYEES IN ORDER TO REPLACE THOSE WHO HAVE TERMINATED THEIR EMPLOYMENT DUE TO CHANGE?

RESULTS: Twenty-one of the thirty five respondents or sixty-nine percent (69%) gave an affirmative response. It seems that the greatest turnover rate occurs among private facilities where seventy percent (70%) hired new employees to replace others that left. Table VI contains such statistics.

TABLE VI

REPLACEMENT OF EMPLOYEES IN (CLASSIFIED) CENTERS

CLASSIFICATION	TOTAL CENTERS	CENTERS WITH PERSONNEL REPLACEMENTS	PERCENT TURNOVER
Nursery, Child Care Center	12	8	66%
Private	17	12	70%
Church Related	5	3	60%
Hospital	1	1	100%
TOTAL	35	24	69%

QUESTION #5: WHAT IS THE PRESENT SOURCE OF FUNDING FOR TRAINING YOUR PERSONNEL?

RESULTS: Table VII indicates the type of funding each category of child care facility receives. As would be expected, most of the state sponsered nursery, child care centers received state or federal funding, while only four of the seventeen private centers received funds through the same means.

TABLE VII

SOURCE OF FUNDING FOR PERSONNEL TRAINING IN CHILD CARE CENTERS

CLASSIFICATION	STATE FUNDS	TUITION	FED. FUNDS	OTHER	TOTAL
Nursery, Child Care Center	6	0	3	3	12
Private	2	7	2	6	17
Church-Related	1	2	0	2	5
Hospital	0	0	0	1	1
TOTAL FACILITIES	8	10	5	12	35

Of the thirty-five facilities surveyed, twelve of thirty-four percent (34%) indicated that they received funding for training personnel through means other than federal, state or tuition funding.

QUESTION #6: IS YOUR INSTITUTION PLANNING TO EXPAND FACILITIES IN THE FUTURE? WHAT POSITIONS DO YOU ANTICIPATE TO OPEN?

RESULTS: Eleven of the thirty-five institutions or thirty-five percent (35%) answered in the affirmative. A breakdown of the facilities as shown in Table VIII indicates that five were nursery child care centers, five were private and one was church related.

TABLE VIII

EXPANSION OF FACILITIES AND ANTICIPATION OF POSITIONS TO OPEN

CLASSIFICATION	Future Expansion	Anticipation of: Future Positions		
		Teachers	Group Teachers	Aides
Nursery, Child Care Centers	5	1	1	1
Private	5	2	-	1
Church Related	1	-	-	1
Hospital	-	-	1	-

With reference to the opening of new positions, only eight facilities indicated that they would have openings in positions such as teachers, group teachers and teacher's aides within the next two years.

QUESTION #7: DO YOU THINK THAT THERE ARE EMPLOYMENT POSSIBILITIES FOR PERSONS WITH AN ASSOCIATE OF APPLIED SCIENCE DEGREE IN CHILD CARE PRESENTLY OR IN THE FUTURE?

RESULTS: Thirty-one of the respondents or eighty-nine percent (89%) answered this question in the affirmative. The other four respondents stated that they did not know. When asked whether their institutions had an immediate job opening for a person with an Associate of Applied Science Degree, six or seventeen percent (17%) replied that they did. As for the opinion of whether or not there exists a need for an Associate of Applied Science Degree Program in Child Care in South Jersey, all the responding facilities (100%) felt the need to be genuine.

QUESTION #8: DO YOU THINK ANY OF YOUR PRESENT EMPLOYEES WOULD BE INTERESTED IN TAKING COURSES IN CHILD CARE OR PURSING AN ASSOCIATE OF APPLIED SCIENCE DEGREE AT ATLANTIC COMMUNITY COLLEGE?

RESULTS: Table IX shows that twenty-nine of the thirty-five or eighty-three percent (83%) of the institutions surveyed felt that their employees would be interested in taking courses in child care at ACC. In reference to the pursuance of an Associate of Applied Science Degree in Child Care, twenty-eight or eighty percent (80%) of the respondents expressed their interest.

TABLE IX

ATTITUDE TOWARD A PROPOSED CHILD CARE PROGRAM
AT ATLANTIC COMMUNITY COLLEGE

CLASSIFICATION	WOULD TAKE COURSES	WOULD PURSUE A.A.S. DEGREE	TOTAL CENTERS
NURSERY, CHILD CARE CENTER	10	12	12
PRIVATE	16	14	17
CHURCH RELATED	2	1	5
HOSPITAL	1	1	1
TOTAL FACILITIES	29	28	35

Less than fifty percent (50%) of the church related facilities expressed a positive attitude toward a proposed Atlantic Community College Child Care Program.

CONCLUSION

The individuals interviewed from all responding child care facilities believed that a need existed for an Associate of Applied Science Degree Program in Child Care in South Jersey. With the imminent impact of Casino Gaming and off-shore drilling on population growth in the Cape-Atlantic Region, the need for such a program should be accelerated.

To accommodate anticipated growth, thirty-five percent (35%) of the child day care centers are already anticipating expansion. This justifies the need for the establishment of an Associate of Applied Science Degree Program to train personnel in Child Care to meet anticipated needs. Atlantic Community College, in its unique position, should establish such a program to fulfill these anticipated needs, and the needs which will arise with the opening of new child care facilities.

In elaborating upon what has been said, a recent state-wide study, "New Jersey's Manpower Challenges of the Eighties", (New Jersey Department of Labor and Industry, Division of Planning and Research, March 1975), estimations for 1970 and projections for 1980 are provided for "Preschool and Kindergarten Teachers". Table X gives a summary of the data for the Cape-Atlantic Region as compared with the State. The number of jobs in this area for the Cape-Atlantic Region is expected to increase from 129 to 193 between 1970 and 1980, averaging fifteen (15) job openings each year. This study did not take into account the impact of off-shore oil drilling or Casino Gaming.

TABLE X

1970 Estimated and 1980 Projected Employment of Preschool and Kindergarten Teachers

	NEW JERSEY		CAPE-ATLANTIC REGION	
	1970	1980	1970	1980
A. Total Employment	4,564	6,670	129	193
B. Average Annual Job Openings	1975-1980		1975-1980	
	539		15	
1. Replacement	328		9	
2. New Positions	211		6	

Source: New Jersey's Manpower Challenge of the Eighties, N.J. Dept. of Labor and Industry, Division of Planning and Research, March 1975.

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New Jersey's Manpower Challenge of the Eighties
N.J. Department of Labor & Industry, Division of Planning & Research
March 1978

APPENDIX A

ATLANTIC COMMUNITY COLLEGE

CHILD CARE QUESTIONNAIRE

The Child Care Program at Atlantic Community College is designed to prepare students for various careers in the field of child care. A graduate of the program will be qualified to start in numerous positions such as a group teacher, child care worker, and teachers aide, just to name a few.

The proposed curriculum will include courses in liberal arts, Child Care I through IV with practicums, recreation for children, arts and crafts, and other related courses. Also available is an opportunity for on-the-job training through the college's Cooperative Education Program. (Maximum of 6 credits)

1. Please provide the average age of children cared for by your institution.

_____ Under 2 years

_____ 2½ - 5 years

_____ 5 - 10 years

2. Please provide the number of children cared for by your institution_____.

_____ Full Day _____ One Session

_____ Half Day _____ Two Sessions

3. Do you employ certified teachers with a baccalaureate degree?

____Yes ____No ____How Many

4. Please describe the staffing patterns within your program (Director, teacher, child care worker, etc.) and qualifications needed for each position.

_____

_____

_____

_____

5. Of your employees who are not certified teachers, how many were hired during the past year? (1976-1977)

Paraprofessionals_____

Certified Group Teachers_____

Others_____

6. In the past several years have you had to hire new employees in order to replace those employees who terminated their employment due to change in job, illness, retirement, or family considerations, etc.

___Yes ___No ___How Many

Comments_____

_____

_____

7. What is your present source of funding for training personnel?

State Funds_____ Federal Funds_____

Tuition_____ Other_____

8. Do you think there are employment possibilities for a person with an Associate of Applied Science Degree in Child Care in the South Jersey area?

___Yes ___No ___Don't Know

Comments_____

_____

_____

9. Is your institution planning to expand its facilities and operations in the near future?

___ Yes ___No

10. Would your institution presently have a job opening for a person with an Associate of Applied Science Degree?

___Yes ___No Job Title_____

If yes, how many positions would you anticipate?

In 2 years _____

In 5 years _____

11. What would you estimate the salary range in your institution be for a person with an A.A.S. Degree in Child Care?

$_____ Annual Starting Salary

$_____ Annual Salary After 2 Years

12. Do you think there is a need for an Associate of Applied Science Degree program in Child Care in South Jersey?

____Yes ____No

13. Do you think any of your present employees would be interested in either of the following:

a) Taking courses in child care at Atlantic Community College?

____Yes ____No

b) Pursuing an A.A.S. Degree in child care at Atlantic Community College?

____Yes ____No

Comments _____

_____

_____

14. Title of person completing Questionnaire? (Owner, Director, Assistant Director, etc.) _____

_____

15. Type of institution you work for:

_____ religious
_____ private
_____ residential
_____ nursery
_____ child care center
_____ kindergarten
_____ other

Please add any comments you feel might be helpful to us:

_____

_____

_____

_____

_____

_____

_____

_____

APPENDIX B

CAPE-ATLANTIC CHILD DAY CARE CENTERS

1. The Absecon Nursery School, Inc.
2. Adriatic Day Care Center
3. Arctic Avenue Day Care Center
4. Atlantic City Day Nursery
5. Atlantic Community College Child Care Center
6. Atlantic Montessori School
7. Beth Israel Nursery School
8. Brigantine Community Nursery School
9. Building Block Early Childhood Center
10. Community Nursery School
11. Creative Learning Educational School
12. Family Life Center
13. Happy Days Day Care Center
14. Initial Teaching Alphabet School of Anita Metzger-Hammonton
15. Initial Teaching Alphabet School of Anita Metzger-Somers Point
16. Initial Teaching Alphabet School of Anita Metzger-Ventnor
17. It's A Small World
18. Jewish Community Center
19. Linwood Nursery School
20. Mainland Nursery School

CAPE-ATLANTIC CHILD DAY CARE CENTERS
(continued)

21. Margate Community Church Nursery School
22. Mediterranean Day Care Center
23. Morris Child Care Center
24. Pleasantville Community Center
25. South Jersey Day Care Center
26. Landisville Day Care Center
27. Red Barn Nursery School
28. Taliferro's Day Nursery
29. Pre-School Child Development Center
30. Free to be Nursery School
31. Project Head Start
32. Woodbine Day Care Center
33. Children's Seashore House
34. Lollipop Children's Center
35. Shiloh Pre-School, Inc.

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